Selective Reenlistment Bonus (SRB) Program

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Enlisted Promotions Planner

FTAP/STAP/SRB Planner

Why have SRB?

- **Encourages reenlistments**

  - Decreases lateral moves

  - Decreases P2T2

- **Bottom Line: Meets Manpower Needs**

Who Gets the Bonus?

- **Technical/Highly Valued Civilian Skills**

  - IT skills, Intel

- **Arduous and highly challenging**

  - Infantry

- **Emphasis: Meet Manpower Needs**

How is SRB figured?

- **CNA forecasts reenlistments by OC Field**
  - **Unemployment rates**
  - **Military-to-civilian pay ratio**
  - **CNA Study-Mar 04 (Cost Benefit Analysis)**

- **SRB Planner breaks down by MOS**
  - Budget constraints a factor

How is SRB figured?

3 Zones

- Zone A (17 Months to 6 YOS)
- Zone B (6-10 YOS)
- Zone C (10-14 YOS)

How is SRB figured?

Base Pay

X

SRB Multiple

X

Contract Length (Additional Obligated Service)

$$$

SRB Characteristics

- **Lump sum payments (zero cost in FY04)**
- **Full 48 months of SRB (good for Marine and Corps)**
- **Increased zone B AND C payment caps from $20K TO $35K.**
- **In FY02, implemented the Subsequent Term Alignment Plan (STAP). STAP makes a "requirement" for Career Force reenlistments and SRB funds are supporting it.**
- **FY04 Funding: $32.2M to A Zone and $21.6M to B and C Zones**

CURRENT FISCAL DATA

- Funding across the FYDP does not reflect requirement.
- Funding is not inflation adjusted.
- New Initiative granted in FY04 POM

New initiative	SRB								
	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11
CORE	$ 60,173	$ 53,618	$ 56,659	$ 55,083	$ 53,411	$ 55,495	$ 57,660	-----	-----
inflation adj	$ 60,173	$ 53,551	$ 55,372	$ 57,254	$ 59,201	$ 61,214	$ 63,295	$ 65,447	$ 67,672
Delta	$ -	$ (67)	$ (1,287)	$ 2,171	$ 5,790	$ 5,719	$ 5,635		
				Sum through FY09			$ 17,960		

SRB POLICY

- Front Load Zone A SRB
  - Must Reenlist within FY of EAS.
  - Will not increase multiples.

- Zone B and C Front Loaded in FY04
  - Can Reenlist 12 Months Prior to EAS
  - May increase depending on requirement and SRBP execution.

SRB POLICY

- Marines are given “Option” to Reenlist for full SRB Contract Length.
  - SRB paid for Reenlistment Contract Length minus Remaining Obligated Service
  - Old FTAP Policy Penalized Marines who Reenlisted in October
  - Still only a “4 year” contract.

The Selective Reenlistment Bonus
USMC Policy

- Prior Method Resulted in:
  - Marines being Financially penalized for locking on boat space early
  - SRB = 48 Months – 10 Months remaining Obligation
  - Majority of First contract lengths were essentially for 3 years, 2 mo. As a result of JJAS.

SRB Program

- **Selective Reenlistment Bonus Program**
  - **USMC recognized in Military Personnel Overview of FY03 Budget Highlights:**

"The Committee commends the Marine Corps for its management of the SRB program in order to stay within its budget request and control program growth."

  - **Historically, less than 28% of reenlisting Marines receive a bonus.**

UNCLASSIFIED

FY04 SRB Execution

Through 13 May 04

- Initial Payment Budget $51.8M

- Executed to date: $43.6M (85%)

  - A Zone: $24.2M 2,591 Contracts
  - B Zone: $ 8.9M 628 Contracts
  - C Zone: $ 10.4M 694 Contracts

- SRB critical to FTAP / STAP mission.

Erroneous SRB Payments

Lat Move Bonuses

- MOSs **clearly** indicated in message
- Targeted mostly for Zone A
- Very few for Zone B or C

Bonus Calculation Beyond 16 YOS

Recruiting Stations & Inspector-Instructor Staffs

STAP Consideration

- Flexibility to increase multiples
- Adjusting multiples on a quarterly basis
- Front-loading multiples in FY, then decreasing
- Ideas?

Questions